



SACHI A. HAMAI
Interim Chief Executive Officer

County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
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October 13, 2015

To: Supervisor Michael D. Antonovich, Mayor
Supervisor Hilda L. Solis
Supervisor Mark Ridley-Thomas
Supervisor Sheila Kuehl
Supervisor Don Knabe

From: Sachi A. Hamai
Interim Chief Executive Officer

Board of Supervisors
HILDA L. SOLIS
First District

MARK RIDLEY-THOMAS
Second District

SHEILA KUEHL
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

OFFICE OF THE DISTRICT ATTORNEY'S REQUEST FOR SALARY PLACEMENT UPON APPOINTMENT TO THE POSITION OF DETECTIVE (UNCLASSIFIED) FOR MR. JOHN NEU

The Office of District Attorney, with the support of the Interim Chief Executive Officer (CEO), requests approval to appoint Mr. John Neu to the position of Detective (UC), Chief of the Bureau of Investigations, Item No. 9979, at an annual base salary of \$218,807.04. The base salary placement for Mr. Neu onto Management Appraisal and Performance Plan (MAPP) Tier I, Salary Range R18 (the Board-approved range for this position), will place Mr. Neu above the control point of the range. This salary is recommended based on Mr. Neu's extensive experience and the role and responsibilities he will perform as Chief of the Bureau of Investigation for the Office of the District Attorney (DA).

As Detective, Chief of the Bureau of Investigations, Mr. Neu will report directly to the Chief Deputy District Attorney and will be responsible for assisting in directing the activities of the Bureau of Investigation. He will plan and direct through subordinate managers, the establishment of fiscal priorities, evaluation of existing policies and procedures, implementation of workforce development, and improvement of internal operations.

Mr. Neu is a seasoned professional with more than 31 years of experience in law enforcement. He began his career in law enforcement as a police officer with the City of Pasadena Police Department, and subsequently worked for the Torrance Police Department where he ascended to the ranks of Police Officer, Sergeant, Lieutenant, Captain, and, ultimately, Chief of Police. As Chief of Police in Torrance, he started the

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Women in Policing recruitment program to increase the number of women working in law enforcement, and to improve police response to violence against women. He also introduced the Focus Based Policing philosophy to encourage commanders and peace officers to search for opportunities to address crime problems and improve performance, and the Team Policing strategy to encourage the community to work with law enforcement in reducing crime. During his tenure as Chief, the violent crime rate in the City of Torrance decreased by 47 percent, and the property crime rate decreased by 12 percent. After 29 years in the Torrance Police Department, Mr. Neu retired in 2014 and is currently the Interim Chief of Police of the Redondo Beach Police Department. As Interim Chief, Mr. Neu evaluates the current policies and processes of the department, analyzes the effectiveness of the operations, and makes informed recommendations for overall improvement.

Mr. Neu earned a Bachelor of Science degree and a Master of Criminal Justice degree from Chapman University. Additionally, he has earned an Advanced Certificate from the State of California Commission on Peace Officer Standards and Training.

In accordance with current practices on managerial appointments, unless otherwise instructed by the Board by October 20, 2015, the Chief Executive Office will advise the District Attorney to proceed with Mr. Neu's appointment to Detective (UC), Chief of the Bureau of Investigations, at an annual base salary of \$218,807.04, effective no sooner than October 21, 2015.

If you have any questions regarding this matter, please contact Maryanne Keehn at (213) 974-0470.

SAH:JJ:MTK
NV:TL:rld

c: Executive Office, Board of Supervisors
County Counsel
Alayna Elam, District Attorney